

# CURRICULUM VITAE

John G. Sessions

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## PERSONAL

- Name:** John Grant Sessions
- Date of Birth:** 18 November 1961
- Nationality:** British
- Personal Status:** Married (1-8-92); Two children (4-8-93, 16-10-97)
- Address:** 80 Shakespeare Avenue  
Bath BA2 4RQ  
England
- Qualifications:**
- |               |   |
|---------------|---|
| BSc Economics | <b>University of Southampton</b><br><i>First Class Honours</i>  |
| MSc Economics | <b>London School of Economics</b>   |
| PhD Economics | <b>London School of Economics</b><br><i>Unemployment, Earnings and Absence</i><br>Supervisors: Professor Saul Estrin (LSE)<br>Professor Richard Jackman (LSE)<br>Examiners: Professor Monojit Chatterjee (Dundee)<br>Professor Alan Manning (LSE) |
- Interests:** Microeconomics; Labour Economics; Industrial Organisation
- Current Position:** **Professor of Economics**  
Department of Economics  
University of Bath  
Claverton Down,  
Bath, BA2 7AY  
England
- Telephone: +44 (0)1225 383422  
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Email: [j.g.sessions@bath.ac.uk](mailto:j.g.sessions@bath.ac.uk)  
http: [www.bath.ac.uk/econ-dev](http://www.bath.ac.uk/econ-dev)
- Previously:**
- |            |   |
|------------|---|
| 2003-2005: | Reader in Economics, University of Bath, England        |
| 1998-2003: | Reader in Economics, Brunel University, England         |
| 1997-1998: | Lecturer in Economics, Brunel University, England       |
| 1990-1997: | Lecturer in Economics, Loughborough University, England |

**Honours:** *IZA (Institut zur Zukunft der Arbeit), Bonn, Germany*  
Research Fellow, 2007-Date

**Visiting Positions:** *Dartmouth College, New Hampshire, USA*  
Visiting Professor, 2008, 2009, 2010

*University of Illinois at Urbana-Champaign, USA*  
Visiting Professor, 2001

*Universite-Pantheon-Assas Paris II, France*  
Visiting Professor, 2000

*University of Trier, Germany*  
Visiting Associate Professor, 1993-1995

**External Examiner:** *London School of Economics*  
Postgraduate Degrees in Economics and Management: 2010-Date

*University of Hull*  
Undergraduate Degrees in Economics: 2010-Date

*University of Wales Swansea*  
Postgraduate Degrees in Economics: 2008-Date

*University of Dundee*  
Undergraduate Degrees in Economics: 2005-2009

*University of Wales Aberystwyth*  
Undergraduate Degrees in Economics: 2004-2008

*University of London*  
External Degrees in Economics: 2003-2006

*Loughborough University*  
Undergraduate Degrees in Economics: 2000-2003

*Birbeck College, University of London*  
Postgraduate Certificate in Economics and Postgraduate  
Certificate in Economics and Finance: 1999-2003

**PhD Examiner:** *University of Sheffield*  
Aurora Ortiz-Nunez: *Attitudes Towards Risk, Educational  
Attainment and Educational Loans (2010)*

*University of Bath*  
Tian Qiui: *Private Returns to Education: Earnings,  
Health and Well-Being (2009)*

*University of Southampton*

Abdol Samad Nawi: *Essays on Total Factor productivity, International Trade, Business Cycles and Mark-Up* (2007)

*University of Sheffield*

Juloawati Janius: *The Malaysian Co-operative Movement: An Empirical Analysis* (2007)

*University of Sydney*

Stephen Cheung: *Credentials and Learning in the Labour Market for Young Australians* (2007)

*University of Birmingham*

Xiayang Liu: *Private Rates of Return to Education During China's Transition Periods: Methods and Results* (2007)

*University of Leicester*

N. Theodoropoulos: *The Economics of Incentives and Remunerations* (2006)

*University of Newcastle*

A. Ma: *The Economics of Incentives and Remunerations* (2005)

*University of Wales Swansea*

A. Mussurov: *Human Capital, Screening and Discrimination in Kazakhstan* (2005)

*University of Birmingham*

C. Brown: *Determinants of Students' Choice of Medical School in the UK* (2004)

*University of Nottingham*

M. Hisarciklilar: *Gender Based Discrimination in the Turkish Labour Market* (2004)

*Loughborough University*

K. Baldwin: *The Economics of Information and Piecewise Linear Limited Liability Profit Sharing Contracts* (2000)

*Royal Holloway, University of London*

L. Calmfors: *Determinants of Earnings in the Libyan Urban Labour Market* (1998)

**PhD Supervisor:***University of Bath*

G. Mallard: *The Political Economy of Climate Change (In Progress)*

A. Katsaros: *European Labour Market Flexibility (Awarded 2009)*

G. Yu: *Expectations and Sentiments (Awarded 2007)*

*Brunel University*

N. Tsitsianis: *An Empirical Investigation of Labour Market Patterns in Britain: An Exploration into Entry and Exit from Self-Employment (Awarded 2003)*

*Loughborough University*

D. Watson: *Low Pay and Poverty: Implications for the Minimum Wage (Awarded 1999)*

M. Haynes: *The Role of Education in the Labour Market: An Empirical Analysis (Awarded 1997)*

S. Brown: *The Absence Decision: A Theoretical and Empirical Analysis (Awarded 1996)*

## RESEARCH

### Working Papers

1. ‘The Effects of Customer Discrimination on Inter-Occupational Pay Gaps in a Monopsony Firm.’ (With O. Bodvarson).
2. ‘Experience Earnings Profiles and Monitoring.’ (with N. Theodoropoulos).
3. ‘Systematic Heterogeneity in Expectations Errors.’ (with G. Ye).
4. ‘Earnings Profiles and Agency.’ (with J. Skatun).
5. ‘The Impact of Parental Education on Wages: New Wine in an Old Bottle?’ (with John Hudson)

## Published Papers

### Papers in Refereed Journals

1. 'An Exposition on the Nature of the Wage Curve.' *Scandinavian Journal of Economics*, 95(2), 239-244, 1993.
2. 'Unemployment Stigma, Multiple Equilibria and Shirking: A Social-Psychological Interpretation of Hysteresis.' *Labour*, 8(3), 355-375, 1994.
3. 'Islamic Economics: The Emergence of a New Paradigm.' (with J. Presley). *Economic Journal*, 104, pp. 584-596, 1994.
4. 'Absenteeism, Efficiency Wages and Shirking.' (with T. Barmby and J. Treble). *Scandinavian Journal of Economics*, 96(4), pp. 561-566, 1994.
5. 'The Economics of Absence: Theory and Evidence.' (with S. Brown). *Journal of Economic Surveys*, 10(1), pp. 23-53, 1996.
6. 'Implications of Liberalised European Labour Markets.' (with S. Brown and K. Button). *Contemporary Economic Policy*, 14(1), January, pp. 58-70, 1996.
7. 'Real Business Cycles: Sectoral Versus Aggregate Shocks and the Elasticity of Demand for Income in Terms of Work Effort.' (with J. Presley). *Review of Political Economy*, 9(4), pp. 479-484, 1997.
8. 'Unemployment, Vacancies and Unjust Dismissals: The Cyclical Demand for Individual Grievance Procedures in Germany and Great Britain.' (with S. Brown). *Labour*, 11(2), pp. 329-349, 1997.
9. 'Housing Privatisation and the 'Right to Buy'.' (with S. Brown). *Applied Economics*, 29, pp. 581-590, 1997.
10. 'A Profile of British Unemployment: Regional Versus Demographic Influences.' (with S. Brown). *Regional Studies*, 31(4), pp. 351-366, 1997.
11. 'Jurassic Union Man?' (with S. Brown). *Labour*, 12(4), pp. 773-796, 1998.
12. 'Nature Nurtured? A Comparative Test of the Strong Screening Hypothesis.' (with S. Brown). *Scottish Journal of Political Economy*, 45(5), pp. 586-592, 1998.
13. 'Education and Employment Status.' (with S. Brown). *Economics of Education Review*, 18, pp. 397-404, 1999.
14. 'Profit Sharing and Absence.' (with S. Brown and F. Fakhfakh). *Industrial and Labor Relations Review*, 52(2), pp. 234-251, 1999.
15. 'Employee Militancy in Britain.' (with S. Brown). *Applied Economics*, 32(13), pp. 1767-1774, 2000.

16. ‘The Effects of International Competition on the Labor Market Prospects of Union and Nonunion Workers.’ (with S. Brown). *Journal of Labor Research*, 12(3), pp. 22-40, 2001.
17. ‘Actual and Optimal Labour Supply.’ (with S. Brown). *Applied Economics Letters*, 8(2), pp. 111-13, 2001.
18. ‘Experience-Earnings Profiles, Education and Gender.’ (with S. Brown). *Journal of Economic Studies*, 28(6), pp. 408-421, 2001.
19. ‘Supervisor Heterogeneity: An Analysis of UK Microdata.’ (with S. Brown). *Scottish Journal of Political Economy*, 49(4), pp. 407-17, 2002.
20. ‘Changing Labour Market Flexibility in the European Union.’ (with E. J. Pentecost). *Review of World Economics*, 138, pp. 148-160, 2002.
21. Earnings, Education, and Fixed-Term Contracts. *Scottish Journal of Political Economy*. 50(4), pp. 492-506. 2003.
22. ‘Attitudes, Expectations and Sharing.’ (with S. Brown). *Labour*, 17(4), pp. 543-69, 2003.
23. ‘Absenteeism, Presenteeism and Shirking.’ (with S. Brown). *Economic Issues*, 9(1), pp. 15-21, 2005.
24. ‘Windfalls, Wealth, and the Transition to Self-Employment.’ (with Y. Georgellis and N. Tsitsianis). *Small Business Economics*, 25(5), pp. 407-428, 2005.
25. ‘Employee Attitudes, Earnings and Fixed-Term Contracts: International Evidence.’ (with S. Brown). *Review of World Economics*, 141(2), pp. 296-317, 2005.
26. ‘Self-Employment Longitudinal Dynamics: A Review of the Literature.’ (with Y. Georgellis and N. Tsitsianis). *Economic Issues*, 10(2), pp. 51-84, 2005.
27. ‘Some Evidence on the Relationship Between Performance Related Pay and the Shape of the Experience-Earnings Profile.’ (with S. Brown). *Southern Economic Journal*, 72(3), pp. 660-676, 2006.
28. ‘Labour Market Flexibility and Macroeconomics Policy in the European Union.’ (with E. J. Pentecost). *Developments in Economics*, 22, pp. 43-57, 2006.
29. ‘Risk Preference and Employment Contract Type.’ (with S. Brown, L. Farrell, and M. N. Harris). *Journal of the Royal Statistical Society (Series A)*. 169 (4), 849–863, 2006.
30. ‘Self-Employment Matching: An Analysis of Dual Earner Couples and Working Households.’ (with S. Brown and L. Farrell). *Small Business Economics*, 26(2), pp. 155-172, 2006.
31. ‘Screening, Education and Earnings: An Empirical Analysis of Personality and Competency Tests.’ (with S. Brown). *Economics of Education Review*, 25(5), pp. 498-509, 2006.

32. ‘Pecuniary and Non-Pecuniary Aspects of Self-Employment Survival?’ (with Y. Georgellis and N. Tsitsianis). *Quarterly Review of Economics and Finance*, 47(1), pp. 94-11, 2007.
33. ‘The Relative Contributions of Wage and Hours Constraints to Working Poverty in Britain.’ (with S. Brown and D. Watson). *Journal of Population Economics*. 20(2), pp. 445-463, 2007.
34. ‘Wages, Supervision and Sharing.’ *Quarterly Review of Economics and Finance*, 48(4), pp. 653-672, 2008.
35. ‘Social Capital and Windfalls: An Empirical Analysis.’ (with Y. Georgellis and N. Tsitsianis). *Economics Letters*, 99, pp. 521–525, 2008.

### **Papers in Edited Works**

1. ‘Saudi Arabia: Problems of Economic Development in the 1990’s.’ (with J. Presley and A. J. Westaway). In R. Kimber (ed), *Middle East Studies*. (BRISMES: London), 1993.
2. ‘Alternative Vision of International Monetary Reform: Comments.’ In M. Iqbal and D. T. Llewellyn (eds), *Islamic Banking and Finance: New Perspective on Profit Sharing and Risk*. (Edward Elgar: Cheltenham), 2002.
3. ‘International Competition and Trade Unions.’ (with S. Brown). In P. V. Wunnava (ed.), *The Changing Role of Unions*. (M. E. Sharpe: New York), 2004.
4. ‘Signalling and Screening.’ (with S. Brown). In G. Johnes and J. Johnes (eds), *International Handbook on the Economics of Education*. (Edward Elgar: Cheltenham). 2005.

### **Contributions to Published Conference Proceedings**

1. ‘Absenteeism, Efficiency Wages and Shirking’. (with T. Barmby and J. Treble). In *Papers of the Third European Association of Labour Economists (EALE) Conference*, 1992.
2. ‘Unemployment Stigma, Multiple Equilibria and Shirking.’ In *Papers of the Fourth European Association of Labour Economists (EALE) Conference*, 1993.
3. ‘Unemployment, Vacancies and Unjust Dismissals: The Cyclical Demand for Individual Grievance Procedures in Germany and Great Britain.’ (with S. Brown and B. Frick). In *Papers of the Fifth European Association of Labour Economists (EALE) Conference*, 1994.
4. ‘Absenteeism and Profit-Sharing.’ (with S. Brown and F. Fakhfakh). In *Papers of the Sixth European Association of Labour Economists (EALE) Conference*, 1995.

5. 'The Aggregate Demand and Supply Model: An Exposition in the Light of Keynes'.(with E. J. Pentecost). In *Theories et Methodes de la Macroeconomie, Universitie Paris I-Pantheon-Sorbonne*, 1996.
6. 'Some Evidence on the Relationship Between Performance Related Pay and the Shape of the Experience-Earnings Profile.' (with S. Brown). In *Papers of the Eleventh European Association of Labour Economists (EALE) Conference*, 2002.
7. 'Wages, Supervision and Sharing.' (with S. Brown). In *Papers of the Twelfth European Association of Labour Economists (EALE) Conference*, 2003.

### Other Conference Papers

1. 'The Implications of Liberalised European Labour Markets.' (With S. Brown and K. Button). To *69th Annual Western Economics Association Conference*, Vancouver, 29 June - 3 July 1994.
2. 'Unemployment, Vacancies and Unjust Dismissals: The Cyclical Demand for Individual Grievance Procedures in Germany and Great Britain.' (with S. Brown and B. Frick). To *6th Annual International Conference on Socio-Economics*, Paris, 15 July - 17 July, 1994.
3. 'A Profile of British Unemployment: Regional Versus Demographic Influences.' (with S. Brown). To *34th European Regional Studies Conference*, Groningen, 22 August - 25 August, 1994.
4. 'Attitudes to Islamic Economics: A Survey of Some Empirical Evidence.' (with J. Presley).To *International Workshop on Islamic Political Economy in Capitalist Globalisation: An Agenda for Change*, Universiti Sains Malaysia, Pinnang, Malaysia, 12 December - 14 December, 1994.
5. 'The Peace Dividend of Islamic Economics.' To *International Workshop on Islamic Political Economy in Capitalist Globalisation: An Agenda for Change*. (with J. Wright). Universiti Sains Malaysia, Pinnang, Malaysia, 12 December - 14 December, 1994.
6. 'A Profile of British Unemployment: Regional Versus Demographic Influences.' (with S. Brown). To *70th Western Economic Association Conference*, San Diego, 6 July - 10 July, 1995.
7. 'Jurassic Union Man: A Profile of the British Trade Union Member.' (with S. Brown). To *71st Western Economic Association Conference*, San Francisco, 1 July - 5 July, 1996.
8. 'Trade and Trade Unions: A British Perspective.' (with S. Brown). To *71st Western Economic Association Conference*, San Francisco, 1 July - 5 July, 1996.
9. 'Experience-Earnings Profiles and the Cost of Agency.' (with S. Brown). To *72nd Western Economic Association Conference*, Seattle, 28 June - 2 July, 1997.



10. 'Absenteeism and Profit Sharing: An Analysis of French Panel Data.' (with S. Brown and F. Fakhfakh). To *72nd Western Economic Association Conference*, Seattle, 28 June - 2 July, 1997.
11. 'Experience-Earnings Profiles and the Cost of Agency.' (with S. Brown). To *Royal Economic Society Annual Conference*, Warwick, 31 March – 3 April, 1998.
12. 'Education and Employment Status.' (with S. Brown). To *73rd Western Economic Association Conference*, Lake Tahoe, 29 June - 2 July, 1998.
13. 'Profit Sharing and the Trade off between Pay and Monitoring.' (with S. Brown). To *75th Western Economic Association Conference*, Vancouver, 29 June - 3 July, 2000.
14. 'Changing Labour Market Flexibility in the European Union.' (with E. J. Pentecost). To *ENEPRI International Workshop on EMU and Asymmetries in Labour Markets*, Paris 29 September - 30 September 2000.
15. 'Wages, Supervision and Sharing.' (with S. Brown). To *Royal Economic Society Annual Conference*, Durham, 31 March – 3 April, 2001.
16. 'Wages, Supervision and Sharing.' (with S. Brown). To *Education and Employment Economics Group Conference*, Leicester, 2 July – 4 July, 2001.
17. 'The Effect of Education on Permanent and Fixed-Term Contract Earnings.' (with S. Brown). To *76th Western Economic Association Conference*, San Francisco, USA, 2 July - 5 July, 2001.
18. 'International Competition and Trade Unions.' To *The Changing Role of Unions: Twenty-Third Annual Middlebury Economics Conference*, Middlebury College, Middlebury, Vermont, USA, 13 April -14 April, 2002.
19. 'Some Evidence on the Relationship Between Performance Related Pay and the Shape of the Experience-Earnings Profile.' (with S. Brown), To *Human Capital and Labour Markets*, Universitat Dortmund, 25 April - 26 April, 2002.
20. 'Some Evidence on the Relationship Between Performance Related Pay and the Shape of the Experience-Earnings Profile.' (with S. Brown), To *The Econometrics of Wages - Annual Conference of the Applied Econometrics Association*, Brussels, Belgium, 28 May - 29 May, 2002.
21. 'Employment Contract Matching: An Analysis of Dual Earner Couples and Working Households.' (with S. Brown and L. Farrell). To *European Society for Population Economics Annual Congress*, Bilbao, Spain, 13 June -15 June, 2002.
22. 'Education, Earnings and Fixed Term Contracts.' (with S. Brown). To *78th Western Economic Association Conference*, Denver, USA, 10 July - 14 July, 2003.
23. 'Screening, Education and Earnings: An Empirical Analysis of Personality and Competency Tests.' (with S. Brown). To *78th Western Economic Association Conference*, Denver, USA, 10 July - 14 July, 2003.

24. ‘The Effects of Customer Discrimination on Inter-Occupational Pay.’ (with Örn B. Bodvarsson). To *WEAI/HKEA Pacific Rim Conference*, Hong Kong, 15 January – 18 January, 2005.
25. ‘The Effects of Customer Discrimination on Inter-Occupational Pay.’ (with Örn B. Bodvarsson). To European *Society for Population Economics (ESPE) Annual Conference*, Paris, 4 June – 9 June, 2005.
26. ‘The Measurement of Racial Discrimination in Pay between Job Categories: Theory and Test.’ (with Örn B. Bodvarsson). To *80th Western Economic Association Conference*, San Francisco, USA, 7 July - 10 July, 2005.
27. ‘The Measurement of Racial Discrimination in Pay between Job Categories: Theory and Test.’ (with Örn B. Bodvarsson). To *Society of Labor Economists (SOLE) 12<sup>th</sup> Annual Meeting*, Chicago, USA, 4 May – 5 May, 2007.
28. ‘The Measurement of Racial Discrimination in Pay between Job Categories: Theory and Test.’ (with Örn B. Bodvarsson). To *European Association of Labor Economists (EALE) 12<sup>th</sup> Annual Meeting*, Amsterdam, Netherlands, 18 September – 22 September, 2008.
29. ‘Tenure, Wage Profiles and Monitoring.’ (with Nikos Theodoropoulos). To *European Association of Labor Economists (EALE) 12<sup>th</sup> Annual Meeting*, Amsterdam, Netherlands, 18 September – 22 September, 2008.
30. ‘Rational Expectations? An Empirical Analysis of British Household Panel Data.’ (with E. Pentecost and Ge Ye). To *85th Western Economic Association Conference*, Portland, USA, June 29–July 3, 2010
31. ‘Racial Differences in Pay Across Positions: Theory and Test.’ (With O. Bodvarsson). *12th IZA/CEPR European Summer Symposium in Labour Economics (ESSLE)*, Buch/Ammersee, Germany, September 1, 2010 - September 05, 2010.
32. ‘Rational Expectations? An Empirical Analysis of British Household Panel Data.’ (with E. Pentecost and Ge Ye). To *International Atlantic Economic Association Conference, Charleston, South Carolina*, USA, October 9 – October 13 2010.

## Grants

€135000	<i>Belgie (National Bank of Belgium)</i> : ‘Wage Flexibility in Europe: A Comparative International Study of its Determinants.’ (with E. J. Pentecost, J. Plasmans and A. Van Poeck).
£15000	Brunel University <i>BRIEF</i> award, May 1998
£300	British Academy Travel Grant. To attend 72nd Western Economic Association Conference, Seattle, July 2-8, 1997.
£5000	Loughborough University, Devolved University Research Funds: ‘The Economics of Unfair Dismissals.’

- £300 British Academy Travel Grant. To attend 70th Western Economic Association Conference, San Diego, July 6-10, 1995.
- £2800 Loughborough University, Devolved University Research Funds: 'Regional Unemployment.'
- £150 ESRC Travel Grant. To attend *European Association of Labour Economists' Fourth Annual Conference*, Maastricht, September 1993

## Miscellaneous

### Refereeing

*Bulletin of Economic Research; Contemporary Economic Policy; Economica; Economic Journal; Economic Modelling; Education Economics; International Journal of Manpower; Journal of Economic Surveys; Journal of Macroeconomics; Managerial and Decision Economics; Manchester School; Quarterly Review of Economics and Finance; Scandinavian Journal of Economics.*

### Staff Seminars

*University of Aberdeen; University of Aberystwyth (2); University of Bangor; Brunel University (4); City University; University of Keele; University of Kent (2); University of Lancaster; University of Leeds; Loughborough University (6); University of Manchester; Middlesex University; University of Newcastle; University of Nottingham (2); Universite Pantheon Paris II (2); Royal Holloway and Bedford New College; University of Sheffield; University of Southampton (2); University of Sussex; University of Trier (2).*

### Invitations

#### Invited Session Organiser:

*Contemporary Economic Policy Forum*  
Western Economic Association Annual Conference  
Seattle, July, 1997.

*Contemporary Economic Policy Forum,*  
Western Economic Association Annual Conference  
San Francisco, June, 1996.

#### Invited Discussant:

*Cinquieme Journee D'Etude du GDR CNRS*  
'Analyse Quantitative Des Donnes Individuelles en  
Economie du Travail', Universite Paris I, November 1993.

## TEACHING

### Teaching Philosophy

I think the most important attributes of good teaching are knowledge, clarity, empathy, and enthusiasm. Knowledge of the subject matter is an obvious pre-requisite. Clarity of exposition, however, is fundamental. Students should never be needlessly confused, and I try my utmost to make each syllabus, lecture, problem set, and examination paper, both sensible and interesting. I hope that by so doing my courses are accessible and stimulating, and that students remain excited by economic concepts long

after they graduate. The notion that lecturers should explicate the essence of the material in a clear and coherent way is what makes teaching so intellectually challenging. Clarity of exposition should not mean, however, that students are not challenged, but that they are challenged by ideas rather than presentation.

Preparation is the key to clarity. Everything from planning the syllabus to writing the final exam must be carefully thought out well beforehand. This invariably means a constant process of reflection and revision as one learns what does and does not work.

Clarity alone is not enough. It is easy to fall into the trap of regarding all undergraduates as aspiring PhDs and the next generation of economic theorists. This is patently not true and as such good teaching requires constantly thinking of ways to make the material more exciting. This is especially true in economics, where it is often said that there are only two kinds of students: those who dislike economics; and those who really dislike economics! Whilst I do not (entirely) believe this is the case, I am convinced that every concept in economics can be made interesting. The key is to find examples and applications that students find exciting.

To do this a lecturer must be empathic and enthusiastic. Knowledge and clarity can be ‘acquired’, empathy and enthusiasm can not. These traits are, I believe, what sets ‘natural’ teachers apart. Students are more likely to warm to someone who displays a genuine love for a subject and who is receptive to feedback, than to any amount of well considered logic.

My actual teaching style is somewhat ‘Socratic’ - I ask a lot of questions in both seminars and lectures. I try to bring the algebra and graphs of economics to life - the letters, lines, symbols are not something to hide behind, but short-hand for the deeper stories that lay beneath. I try always to express the power and beauty of economics by helping students see just how much of their lives are affected by it. I make extensive use of the web for lecture notes, seminar questions, reading lists, references, and feedback. My Introductory Microeconomics (EC10006) website may be found at:

<http://staff.bath.ac.uk/ecsjgs/Teaching/Introductory%20Microeconomics/Intro%20Micro.htm>

I consider myself an empathic person and as such can get a pretty good feeling in lectures if I am holding students’ attention. I am friendly and open to criticism. Indeed, I constantly invite students to let me know how they feel the course is progressing. I do this through formal university feedback channels, but also informally in lectures and seminars - for example, early on in a course I will hand out my own anonymous feedback forms asking students if they are happy with the pace and content of the course. Such feedback is useful in ascertaining student perceptions of my teaching. I use comments from internal and external moderators / examiners, my experience as an external examiner and, of course, final examination results, to ascertain its effectiveness.

## Evaluation of Teaching

Formal feedback upon request

Nominated for *University of Bath Mary Tasker Teaching Excellence Award 2003*

Nominated for *UK Economics Learning and Teaching Support Network Award 2003, 2004, 2007*

## University of Bath:

### Responsible Examiner

Advanced Microeconomics (Year 3)

Industrial Organisation (Year 3)

Introductory Microeconomics (Year 1)

### Other Teaching

Intermediate Macroeconomics (Year 2)

Economics of Industry (Year 2)

**Postgraduate Supervision**

*PhD:* Ge Ye: *Expectations and Sentiments* (2007)  
 A. Katsaros: *Labour Market Flexibility* (in progress)

*MSc:* Several dissertations successfully supervised.

**Brunel University:****Responsible Examiner**

Advanced Microeconomics (Year 3)  
 Industrial Organisation (Year 3)  
 Intermediate Macroeconomics (Year 2)  
 Introductory Microeconomics (Year 1)  
 Labour Economics (Year 3)  
 Mathematical Economics (Year 2)

**Postgraduate Supervision**

*PhD:* N. Tsitsianis: *Self-Employment* (2003)

*MSc:* Several dissertations successfully supervised.

**University of Illinois:****Responsible Examiner**

Industrial Competition and Monopoly (Econ 380)  
 Labour Problems (Econ 240)

**Loughborough University:****Responsible Examiner**

Advanced Microeconomics (Year 3)  
 Labour Economics (Years 3)  
 Introductory Macroeconomics (Year 1)  
 Microeconomic Theory and Policy (MSc)  
 Introductory Microeconomics (Year 1)

**Postgraduate Supervision**

*PhD:* S. Brown: *The Economics of Absence* (1996)  
 M. Haynes: *Human Capital & Signalling* (1997)  
 D. Watson: *Minimum Wages & Poverty* (1999)

*MSc:* Several dissertations successfully supervised.

**Other Teaching**

Competitive Strategy and Risk Management (MSc)  
 Macroeconomic / Microeconomic Tutorials (Years 1, 2)  
 PhD Internal Examiner  
 MPhil Internal examiner

**London School of Economics: Summer School**

Intermediate-Microeconomics Class Teacher (1990-1993)  
 Advanced-Microeconomics Class Teacher (1994)

**Undergraduate**

Intermediate Microeconomics Class Teacher (1989-1990)

**University of Trier:****Visiting Associate Professor**

Labour Economics (1993 - 1995)

**Open University:**

**Tutor**

East Midlands Region (1991 - 1994)

**ADMINISTRATION**

**University of Bath**

**Director of Research** (2009-Date)

**Head of Department** (2005-2008)

**Chair of University Sabbatical Working Party** (2006)

**Director of Studies for MPhil/PhD Research Students**  
(2004-2005)

**Member of Faculty Board of Studies** (2004-2008)

**Member of Faculty Research Committee** (2004-2005)

**Member of University Academic Appeals Committee**  
(2004-2005)

**Brunel University:**

**Senior Tutor** (2000-2003)

**Director of Undergraduate Admissions** (1997-2000)

**QAA Aspect Group Leader** (*Student Support and Guidance*): Graded 4 (Overall 22), March 2001.

**Member of Department Research Committee**

**Member of Department Teaching Committee**

**Member of Faculty Board of Studies** (1997-2003)

**Probationary Staff Mentor** (1997-2003)

**Loughborough University:**

Programme Director: Economics Combined Honours  
Year I Tutor: Economics Combined Honours  
Departmental Representative: Board of Studies, School of  
Human and Environmental Studies  
Deputy Director: Centre for Research into European  
Economics and Finance (CREEF)  
SOCRATES Exchange Students Supervisor  
Member of Departmental Courses Committee  
Member of Departmental Research Committee  
Post Graduate Research Students Liaison Officer  
Departmental Macintosh Computer Representative  
Author - Departmental Annual Report.  
Author - Postgraduate Prospectus.  
Cluster Co-ordinator (Local Sixth Form Liaison Scheme)

